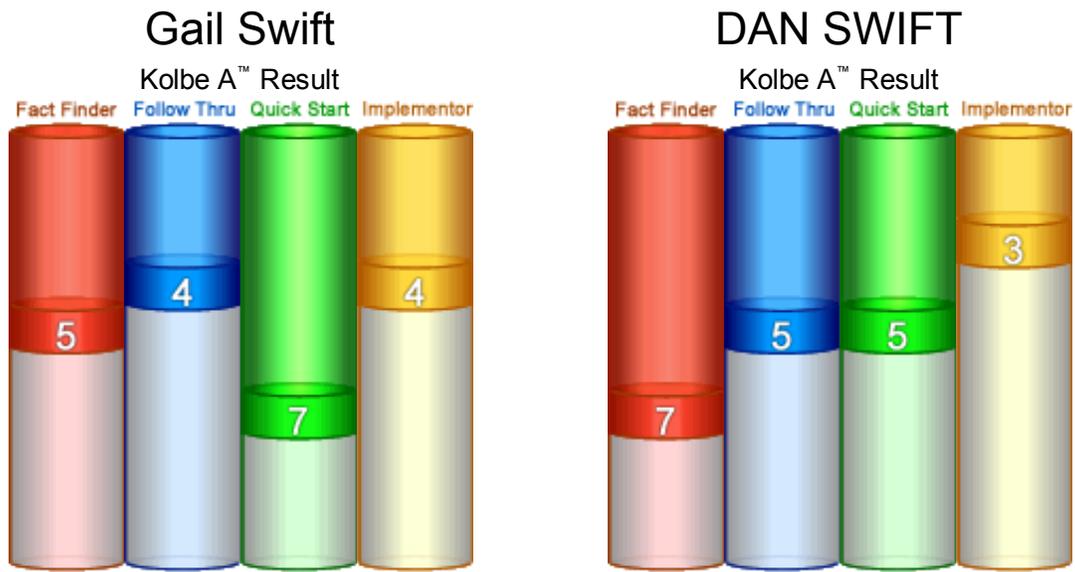




Comparisons: A to A™ Report

Your Guide to Better Performance

You and DAN have equally powerful conative Strengths. This report provides insights and tips to optimize your collaborative efforts instead of wasting time and energy with disagreements, communication issues, and redundant work efforts.



Potential Conflict Level:

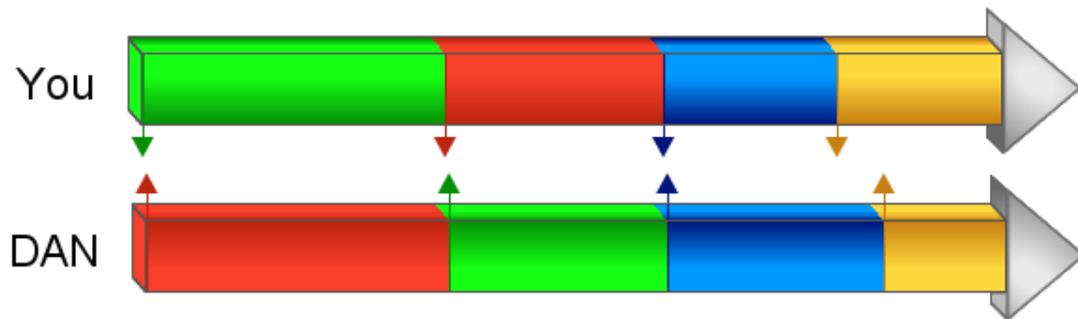
How you gather and share information.	low
How you organize.	low
How you deal with risk and uncertainty.	low
How you handle space and tangibles.	low

By comparing each of your Kolbe charts, our analysis identified potential conative conflict levels in each Action Mode®. Where you use similar problem solving methods you'll see a low rating; and significant differences in your Strengths will result in a medium or high rating. Leveraging the tips included in this report is the key to improved communication, less conflict, and real collaboration.



How Your Drive Affects Your Performance

Comparing Conative Drives



When free to use your Strengths, you'll start the problem solving process through the Action Mode in which you have the highest number.

You

1. You begin a project by brainstorming.
2. Next, you check facts.
3. Then, you look for ways to fit the project into the system.
4. Finally, Gail, you test the strength and durability of available materials.

DAN

1. DAN begins a project by fact checking and determining practical and appropriate priorities.
2. Next, DAN tries the possibilities.
3. Then, DAN looks for ways to fit the project into the system.
4. Finally, DAN will look for pre-made solutions.

Comparing use of time and energy

You

- 25% Explaining the details**
- 20% Maintaining existing systems**
- 35% Improvising and originating**
- 20% Repairing physical objects**

DAN

- 35% Researching the specifics**
- 25% Maintaining existing systems**
- 25% Modifying changes**
- 15% Imagining and visualizing**



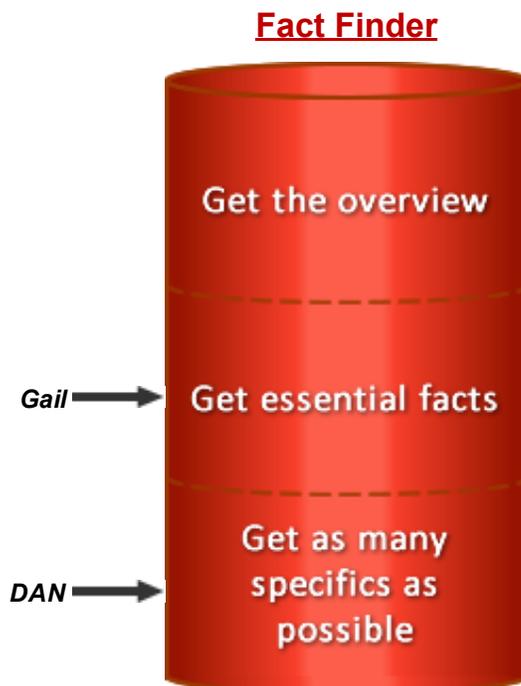
How You Both Gather and Share Information

What's good enough for you won't be for DAN

- You can move on once you know the basics are covered. DAN needs to delve more deeply into the details.
- You deal well with those who give vague information. Their lack of specificity concerns DAN.
- DAN corrects your facts, and starts debates that you try to settle.

Conables® Tips

- ★ Don't assume you have to accommodate every debate DAN starts.
- ★ Allow DAN time to search for more data.
- ★ Let DAN present the evidence while you keep things moving.
- ★ Commit to deadlines you both agree on.



DAN can count on you to help explain details when they are needed and you can rely on DAN to be the expert or at least be much more detailed with information.

Since you both naturally have a different approach, there will be times when you frustrate each other. Respect for each other's Strengths will be key.

Worst mistake you could make: Asking DAN to give you bottom line summaries.



How You Both Sort, Store and Organize

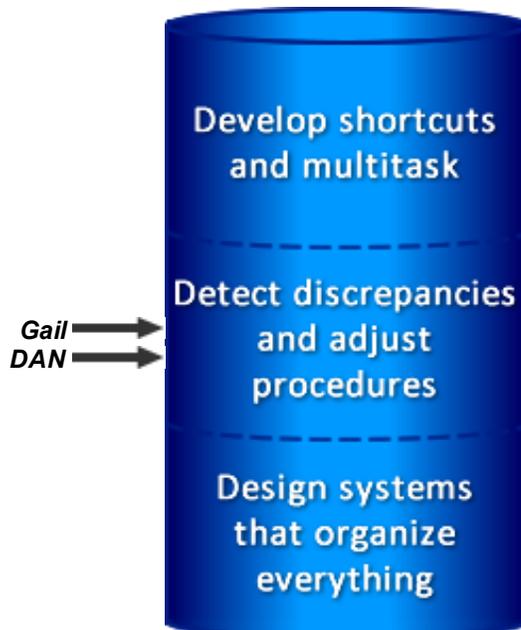
"After you." "No, after you."

- Both of you are great at following procedures. Don't count on DAN to initiate new ones.
- It's easy for the two of you to coordinate schedules, review systems, and identify inconsistencies.
- When you work together, you easily adjust to each other's to-do lists.

Conables® Tips

- ★ Celebrate the service you provide to others, and send out records of those contributions.
- ★ Support one another in a mutual recognition of milestones.
- ★ Beware of getting stuck in ruts by following rather than initiating systems. Get outside input on that.

Follow Thru



Working together is pretty easy since both of you maintain existing processes and generally won't frustrate each other with rigidness to a plan or completely abandoning structure.

When a group of people get together with the same talent for maintaining systems and procedures that you two have, there tends to be lots of acknowledging the need for structure but no one doing it.

Worst mistake you could make: Letting the substandard system stand.



How You Both Deal with Risk and Uncertainty

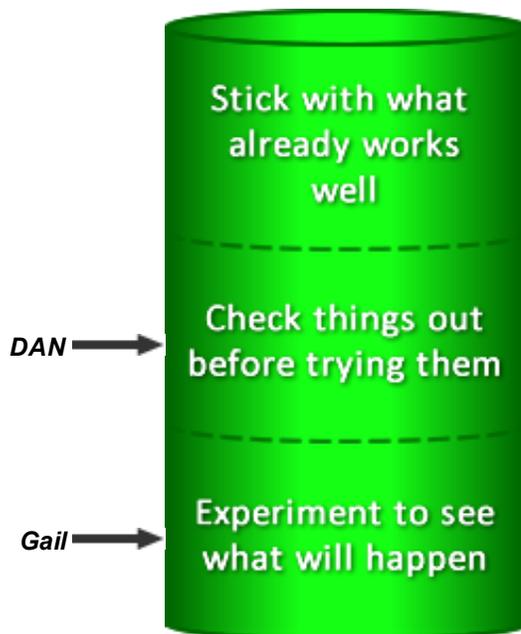
Your innovations are strengthened by DAN's moderations

- When you improvise, DAN is able to accommodate.
- DAN is willing to see what happens when you start experimenting.
- DAN bridges the gap between those who resist change and your trial and error approach.
- You'll sell the idea and DAN will modify it for general acceptance.

Conables® Tips

- ★ Don't push DAN into taking your level of risks.
- ★ Reward DAN for saving you from yourself – which will happen.
- ★ Don't let DAN talk you out of something your instincts clearly tell you to do.
- ★ Find others to brainstorm with you. It shouldn't always be DAN.

Quick Start



Gail, you have a real need for shaking things up with new ideas while DAN takes a more moderate approach. The great part about this is that together you make sure things are innovative but not too risky.

The down side is that there will be times when someone needs to protect the status quo, and neither of you do that naturally.

Worst mistake you could make: Making DAN keep pace with your need to start new projects.



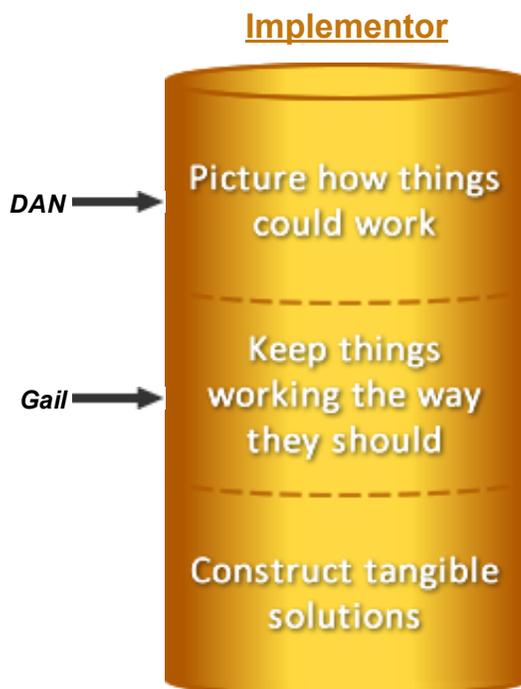
How You Both Handle Space and Tangibles

If somebody has to fix it, better you than DAN

- DAN has an ability to imagine how things could work and you can build off of those ideas.
- DAN has a once-over-lightly approach to dealing with equipment. You look a little deeper into the mechanics.
- You have a sense of what needs to be done to keep something working. DAN just doesn't see it.

Conables® Tips

- ★ Expand your horizons by using DAN's ability to imagine possible uses of space.
- ★ You can retool and renovate to save time and money.
- ★ Go to others to set up the "show."
- ★ Keep in mind DAN doesn't take the time to draw out ideas.



You have a strength for balancing between abstract and concrete and DAN's strength is to imagine solutions. It makes working on projects a little smoother since neither of you gets tied up having to see the exact replica.

Working together can get difficult when your customers need to be *shown* the outcome.

Worst mistake you could make: Delegating tangible tasks to DAN.

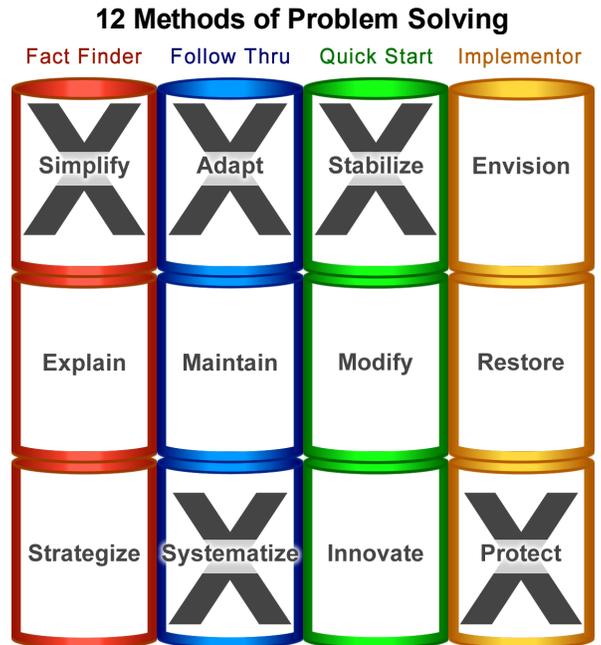


The Power of Collaboration

What's missing?

You and DAN cover 7 out of 12 problem solving methods. Your Missing Methods have been highlighted in the chart. Research shows that the most successful teams have a diverse approach to finding solutions. Find ways to work with others who complement your talents or who fill the gaps.

Ultimately, in addition to the analysis in this report, you should consider what motivation, values, and experience DAN brings to your working relationship and how differences may lead to conflict. Leverage the Strengths DAN brings in **all three** parts of the mind.



Conative factors come into play when you are striving or working together. Whether you respect each other's intellect, have fun or like one another, you'll encounter the situations described in this report when you collaborate in a purposeful way.

Tapping into three faculties in your brain

Three faculties in the brain contribute to your ability to get the job done. Dealing with another person requires:

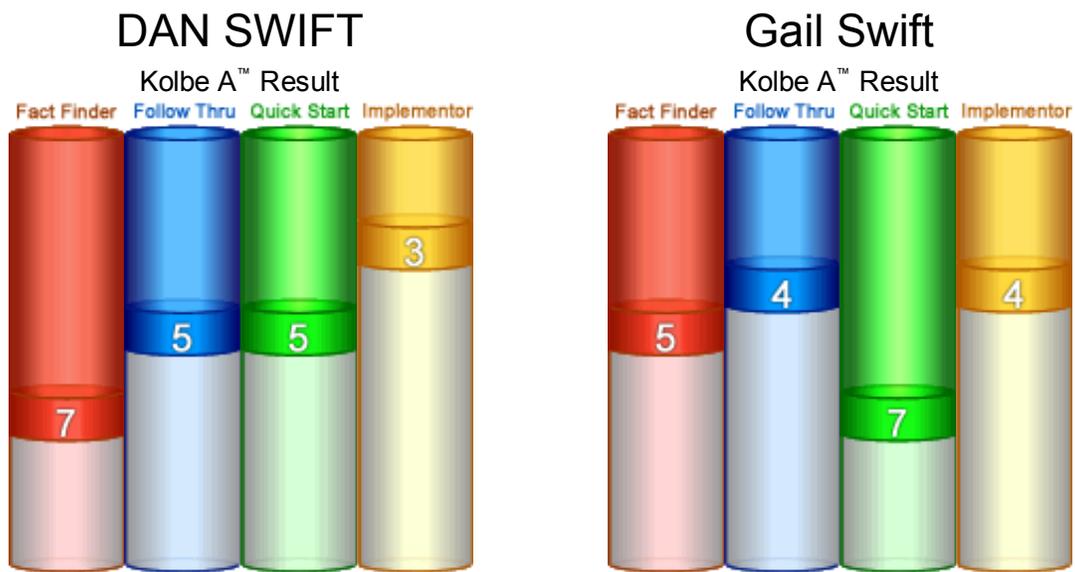
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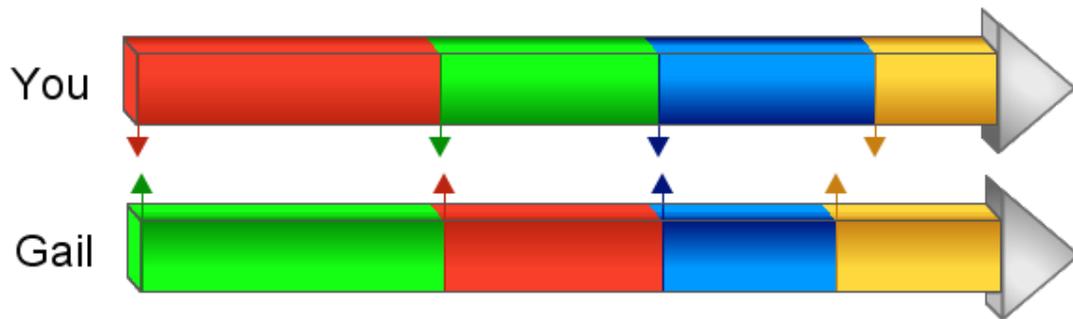
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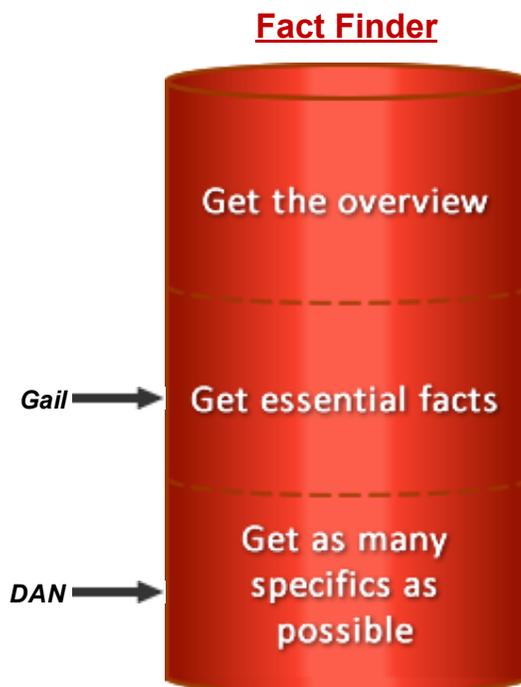
How You Both Gather and Share Information

Do as I say, because it's what I would do

- Gail is willing to meet your needs – but not by being as thorough as you would be.
- You have a proclivity to go to the nth degree. Gail's instinct is to deal with vague information.
- You write well-documented evidence. Gail edits it well.

Conables® Tips

- ★ You should create strategies and have Gail review them in terms of how others will carry them out.
- ★ Gail will assist you in gathering information, as long as you establish the criteria.
- ★ Listen to Gail's assessments of how others will respond to the way you present information. Gail has a better read on that.
- ★ Watch for when your detailed explanations are overwhelming Gail



DAN, you need the specifics and details that sometimes overwhelm others. Since Gail has a natural ability to translate, some of that frustration can be avoided when you two work as a team.

Since you both naturally have a different approach, there will be times when you frustrate each other. Respect for each other's Strengths will be key.

Worst mistake you could make: Dumping the search for historical evidence on Gail.



How You Both Sort, Store and Organize

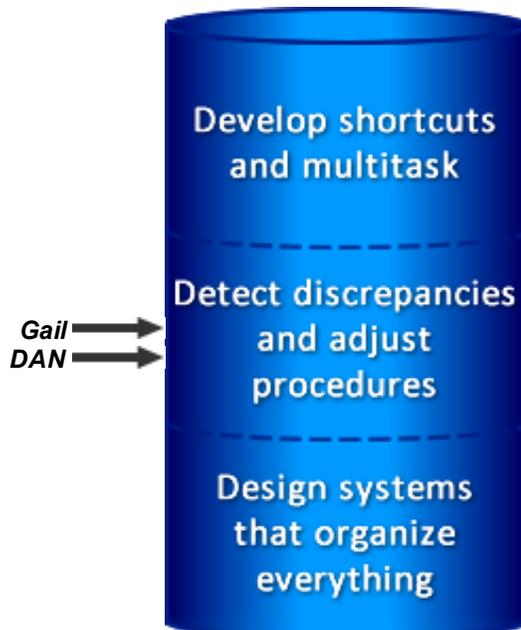
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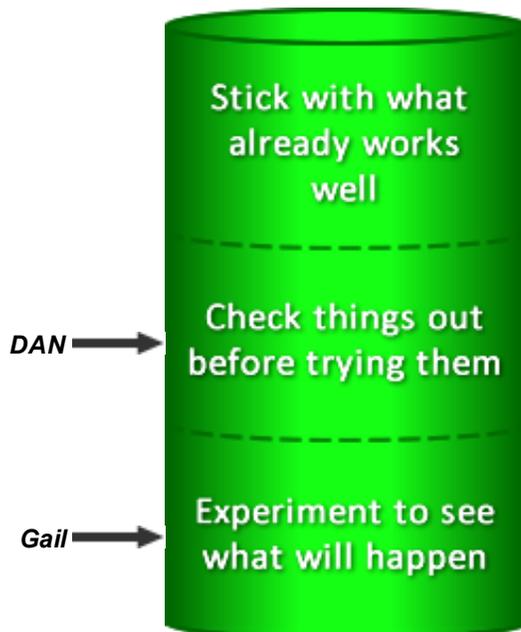
Your gradual changes can frustrate Gail's need for immediacy

- You assimilate Gail's innovative approaches into shared efforts.
- Gail is a visionary who sells ideas before they are hatched. You transform them into viable options.
- You make adjustments and establish deadlines. Gail is out to beat them against all odds.

Conables® Tips

- ★ While Gail originates the innovative process, you need to mediate the way others pounce on them.
- ★ Encourage Gail to take risks, accepting that some will fail.
- ★ Bring in others to help vet out ideas that are unreasonable or too costly.
- ★ You make innovation work by modifying the riskiest aspects.

Quick Start



DAN, where your need for experimentation and change is moderate, Gail has a real need to shake things up with new ideas. Together you make sure things are innovative but not too risky.

The down side is that there will be times when someone needs to protect the status quo and neither of you do that naturally.

Worst mistake you could make: Try to limit Gail's prolific innovations.



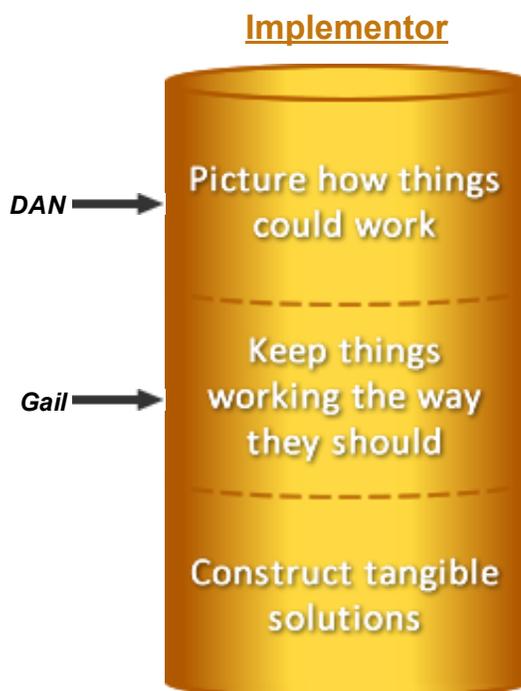
How You Both Handle Space and Tangibles

If it's broken, have Gail fix it ... but don't expect a long-term solution

- You have an ability to imagine how stuff works. Gail can build off those ideas.
- Neither of you constructs tangible models or literally builds products.
- You're hands-off with space and tangible decisions. Gail will oversee their uses.
- Gail will tinker for awhile. You will call someone to repair it.

Conables® Tips

- ★ Communicate face-to-face when possible.
- ★ Gail is the best choice for dealing with customers who need a demonstration.
- ★ Allow Gail time to draw out a solution to get best efforts.



You have a strength to imagine solutions and Gail balances between abstract and concrete. It makes working on projects go a little smoother since neither of you gets tied up in needing to see the exact replica.

Working together can get difficult when your customers need to be *shown* the outcome.

Worst mistake you could make: Expecting Gail to convert your imagination into reality.

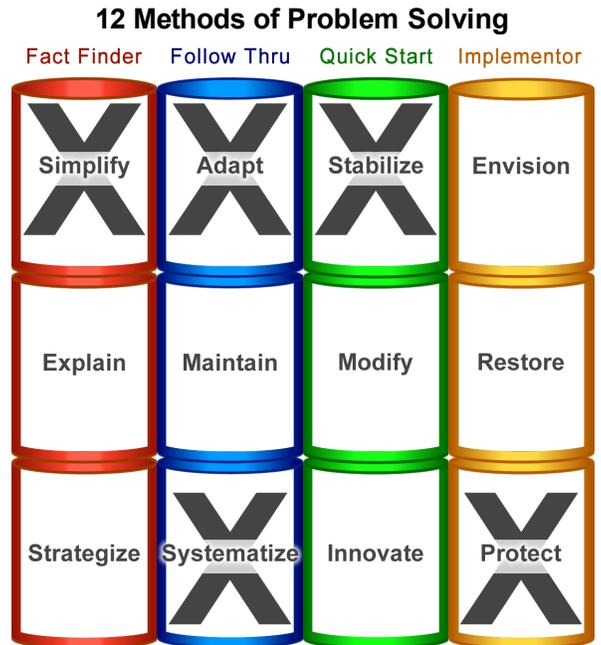


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